



**UNITED STATES ENVIRONMENTAL PROTECTION AGENCY**  
**OFFICE OF ADMINISTRATION AND RESOURCES MANAGEMENT**  
CINCINNATI, OHIO 45268

Dr. Richard Helmich  
8173 W. Eastman Pl.  
Lakewood, CO 80227

**MAY 22 2013**

RE: Tracking No. EPA-HQ-2013-004149

Dear Dr. Helmich:

This letter is in response to your request for documents under the Freedom of Information Act (FOIA), 5 U.S.C. Section 552. That request was assigned FOIA Request No. EPA-HQ-2013-004149 on March 11, 2013, and it concerned vacancy announcements CI-OECA-DE-2013-0001 and CI-OECA-MP-2013-0003. Both of those vacancy announcements pertained to a GS-1320/1301-12/13 vacancy for a Chemist/Physical Scientist (Environmental) with the Office of Enforcement and Compliance Assurance (OECA).

Your request was assigned to this office on April 10, 2013. Your request asked for "the qualifications/resume of the selectee for the openings posted on USAJobs under announcements CI-OECA-DE-2013-0001 and CI-OECA-MP-2013-0003".

No selection was made for announcement number CI-OECA-MP-2013-0003. Consequently, no information is being provided in conjunction with that vacancy announcement.

A selection was made for announcement number OECA-DE-2013-0001. As such, information concerning the qualifications of the selectee has been provided, along with a copy of his resume. However, some information has been redacted from these documents. The basis for making those redactions are noted on the enclosed documents and explained in greater detail below.

Under Exemption 6 of the FOIA, Personal Privacy, personal information may be protected from disclosure. Exemption 6 permits the withholding of all information about individuals in "personnel . . . files, the disclosure of which would constitute a clearly unwarranted invasion of personal privacy." Under Exemption 6, the information at issue does not have to be of a highly sensitive or intimate nature. The privacy issue at stake is an individual's reasonable expectation of privacy and control over the dissemination of personal information about him or herself. That privacy interest also includes the right to be free from any secondary effects of disclosure, such as embarrassment or unwanted intrusion, even if the information itself is not inherently harmful.

In applying Exemption 6, it is necessary to conduct a balancing test between the public's interest in the requested information and the privacy rights of all the applicants. The public interest pertains to whether the disclosure of that information sheds any light on the operations or activities of the government, i.e., does it satisfy the general public's interest in "knowing what its Government is doing." If the answer to that question is "no", then the information will be withheld. Consequently, information redacted from the enclosed documents that pertain to the successful candidate's social security number and home address(es), as well as his salary in various private sector positions, along with his citizenship

and college grades. Additionally, information such as the telephone and fax numbers and email address(es) of the successful candidate's professional references has also been redacted.

Exemption 2 of the FOIA protects records that are related solely to the internal personnel rules and practices of an agency (i.e., records relating to issues of employee relations and human resources which implicate conditions of employment in the federal government, such as hiring, firing, work rules, etc.). This exemption covers information that is internal in nature, for which there is no genuine or significant public interest. As such, information contained in the enclosed documents was redacted to avoid disclosing the point value assigned to each of the successful candidate's responses to the online questionnaire. In addition to Exemption 6, Exemption 2 also has been relied upon to redact the contact information of the successful candidate's professional references.

Under the FOIA, you have the right to appeal this decision to the National Freedom of Information Officer. The mailing address to file an appeal is: United States Environmental Protection Agency, Office of Environmental Information, Records, Privacy and FOI Branch (2822T), 1200 Pennsylvania Ave., N.W., Washington, D.C. 20460. If you file an appeal and use a delivery service other than the USPS, the address for courier or hand delivery is: National Freedom of Information Act Officer, United States Environmental Protection Agency, 1301 Constitution Avenue, NW, Room 6416 West, Washington, D.C. 20004. An appeal may also be filed by email to [hq.foia@epa.gov](mailto:hq.foia@epa.gov).

Regardless, your appeal must be received within 30 calendar days from the date of this letter. The Agency will not consider appeals received after the 30-day limit. Your appeal should reference HQ-FOI-EPA-HQ-2013-004149. Finally, if you file the appeal by US mail or use a commercial delivery service, include an annotation on the envelope stating "Freedom of Information Act Appeal".

If you have any questions concerning the documentation which has been provided, please contact Lonnie Gates at (513) 569-7388. Please provide your FOIA request number in all communications.

Sincerely,



Nancy Ciccarello, Acting Director  
Cincinnati Human Resources Shared Service Center

Enclosures

Qualifications/Resume of selectee for Announcement No. OECA-DE-2013-0001

cc: Lonnie Gates  
Cindy Kirchmer  
Roxanne Hubig  
Karen Johnson